



DORIS DUKE
FOUNDATION

Perspectives and strategies to diversify awardees: Lessons from the Clinical Scientist Development Award

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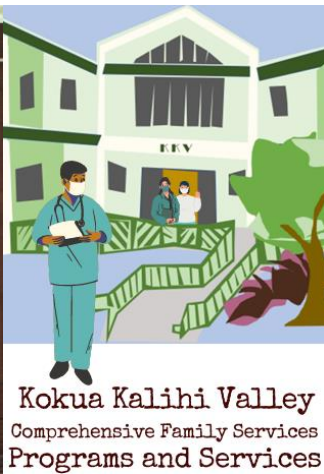
Health Research Alliance Spring 2023 Meeting

March 22, 2023

The Beckman Center of the National Academies, Irvine, CA



Improve the quality of people's lives through grants supporting the performing arts, environmental conservation, medical research and child well-being, and through preservation of the cultural and environmental legacy of Doris Duke's properties.

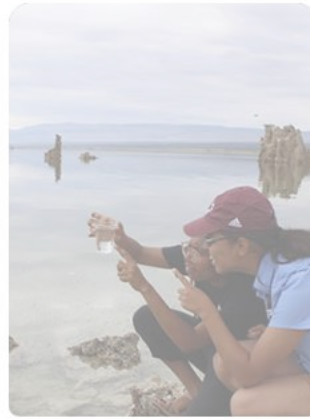




Performing Arts



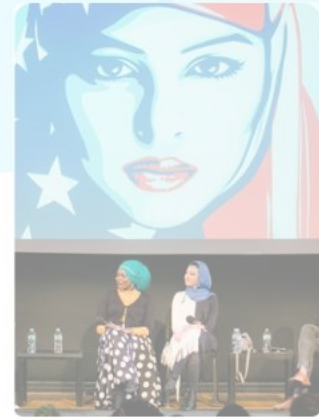
Medical Research



Environment



Child Well-being



Building Bridges

“Actively and efficiently promoting medical research designed to effectuate cures of major diseases...”



Clinical Scientist Development Award



Clinical Research Project



Mentorship in supportive environment



Research Effort Protection

1. Launches physician scientist careers
2. Observed disparities in success rate by gender inspired evaluation of outcomes by race and ethnicity

Changes that improved diversity of applicant pool and awardees

1. Stating Foundation's diversity, equity, and inclusion values in RFA, application forms, and communications
2. Outreach to affinity groups and societies
3. Informational webinar and recording open to all
4. Adopt practices to raise applicant awareness about review criteria
 - Provide review criteria to applicants as shared with reviewers
 - Be transparent about review criteria, whether administrative or part of the review rubric, that might result in disqualification
5. Raise institutional awareness about the importance of mentorship and support in preparation of the application
 - Request information from mentor and department chair regarding resources provided to applicants in URiM groups
 - Request confirmation from mentor and department chair that the application was reviewed prior to submission
 - Request information from mentors regarding their track record of mentoring individuals from URiM groups
6. Use a competitive range in decisions of applications to review rather than a hard cutoff

2022 CSDA cohort



- Consider interventions targeting processes within your direct control
- Collection and continuous evaluation of demographic data informs where and how interventions can be targeted



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Thank you! Questions?

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